

Rule Number	Rule Title	Date of Adoption or Last Amendment	Is the rule necessary?	Is the rule obsolete?	Does the rule overlap, duplicate, or conflict with other rules?	Can a less restrictive rule accomplish the same purpose?	Can the rule be modified to reduce regulatory burden or eliminate paperwork?	Does the rule properly incorporate material by reference?	For rules affecting small business: Does the public purpose or interest for adoption justify continued existence of rule?	For rules receiving public comment: Appendix included?	Comments
ADMINISTRATION											
DIVISION OF EMPLOYMENT SECURITY											
8 CSR 10-1.010	Organization	11/21/1975	Yes.	No	No	No	No	N/A	Yes.	N/A	
8 CSR 10-2.010	Maintenance and Disposal of Records	8/14/2009	Yes	No	No	No	No	Yes	N/A	N/A	
8 CSR 10-2.020	Charges for Copies of Records, Reports, Decisions, Transcripts or Other Papers or Documents	9/12/2008	Yes	No	No	No	No	Yes	Yes	N/A	
8 CSR 10-2.030	Administrative Orders of the Director to Cover Emergency Situations	12/21/1975	Yes	No	No	No	No	Yes	Yes	N/A	
8 CSR 10-3.010	Registration and Claims in General	3/27/2012	Yes	Update needed, DES FN 1	No	No	See DES FN1	Yes	N/A	N/A	
8 CSR 10-3.040	Interstate Claims	9/9/1998	Yes	No	No	No	No	Yes	N/A	N/A	
8 CSR 10-3.050	Benefits Reduced by Other Remuneration	8/31/1990	Yes	No	No	No	No	Yes	N/A	N/A	
8 CSR 10-3.060	Benefits Due Deceased Claimants	11/21/1975	Yes	Update needed, DES FN 2	No	No	No	Yes	N/A	N/A	
8 CSR 10-3.070	Notices to Workers Concerning Unemployment Benefits	11/21/1975	Yes	Update needed, DES FN 3	No	No	See DES FN 3.	Yes	N/A	N/A	
8 CSR 10-3.085	Charging of Benefits to Reimbursable Employers	10/4/2013	Yes	Update needed, DES FN 4	No	No	No	Yes	N/A	N/A	
8 CSR 10-3.090	Combining Wage Credits of Multistate Claimants	9/9/1998	Yes	No	No	No	No	Yes	N/A	N/A	
8 CSR 10-3.100	Predetermination Interview and Initial Determination	9/9/1998	Yes	No	No	No	No	Yes	N/A	N/A	
8 CSR 10-3.110	Filing of Claims Protests by Facsimile Transmission	11/16/1992	Yes	Update needed DES FN 5	No	No	See DES FN 5	Yes	N/A	N/A	
8 CSR 10-3.130	Electronic Transfer of Unemployment Benefits	2/14/2007	Yes	Update needed, DES FN 6	No	No	See DES FN 6	Yes	N/A	N/A	

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8 CSR 10-3.140	Reemployment Trade Adjustment Assistance Program	8/27/2009	Yes	No	No	No	No	Yes	N/A	N/A	
8 CSR 10-3.150	Fraud Penalties on Federal and State Benefits	8/22/2013	No	No	No	No	No	Yes	N/A	N/A	
8 CSR 10-4.010	Identification of Workers Covered by the Missouri Employment Security Law	11/21/1975	Yes	No	No	No	No	Yes	Yes	N/A	
8 CSR 10-4.020	Records and Reports	8/30/2013	Yes	No	No	No	See DES FN 7	Yes	Yes	N/A	
8 CSR 10-4.030	Contribution and Wage Reports and Payment of Contributions	8/4/1998	Yes	No	No	No	See DES FN 8	Yes	Yes	N/A	
8 CSR 10-4.040	Experience Rating	11/21/1975	Yes	No	No	No	See DES FN 9	Yes	Yes	N/A	
8 CSR 10-4.050	Notice of Termination of Coverage	11/21/1975	Yes	No	No	No	See DES FN 10	Yes	Yes	N/A	
8 CSR 10-4.060	Probationary Employment	7/12/1984	Yes	No	No	No	No	Yes	Yes	N/A	
8 CSR 10-4.070	Supplementary Statistical Report for Multi-Area Employers	11/21/1975	No	Yes	No	N/A	N/A	N/A	N/A	N/A	
8 CSR 10-4.080	Joint Accounts	12/28/2000	Yes	No	No	No	No	Yes	Yes	N/A	
8 CSR 10-4.090	Employer Elections to Cover Multistate Workers	7/17/1985	Yes	No	No	No	No	Yes	Yes	N/A	
8 CSR 10-4.140	Clarification of Beauty Salon and Similar Establishment	8/6/1986	Yes	No	No	No	No	Yes	Yes	N/A	
8 CSR 10-4.150	Employer-Employee Relationship	10/25/1989	Yes	No	No	No	No	Yes	Yes	N/A	
8 CSR 10-4.160	Lessor Employing Units	6/6/2014	Yes	No	No	No	Yes	Yes	Yes	N/A	
8 CSR 10-4.170	Irrevocable Letter of Credit	3/24/1998	Yes	No	No	No	No	Yes	Yes	N/A	
8 CSR 10-4.180	Coverage of Indian Tribes	6/13/2002	Yes	No	No	No	No	Yes	Yes	N/A	

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8 CSR 10-4.190	State Unemployment Tax Act Dumping	11/22/2005	Yes	No	No	No	No	Yes	Yes	N/A	
8 CSR 10-4.200	Unemployment Automation Surcharge	7/31/2008	No	Yes	N/A	N/A	N/A	N/A	N/A	N/A	
8 CSR 10-4.210	Prohibition on the Non-Charging of Benefits	8/22/2013	Yes	No	No	No	No	Yes	Yes	N/A	
8 CSR 10-4.210	Prohibition on the Non-Charging of Benefits	8/22/2013	Yes	Update needed, DES FN 11	No	No	No	Yes	N/A	N/A	
8 CSR 10-5.010	Appeals to an Appeals Tribunal	11/30/2013	Yes	No	No	No	No	N/A	N/A	N/A	
8 CSR 10-5.015	Appeal Hearings and Procedures	10/30/2002	Yes	No	No	No	No	N/A	N/A	See DES FN 12	
8 CSR 10-5.030	Telephone Hearings Before a Hearing Officer	7/30/2012	Yes	No	No	No	No	N/A	N/A	N/A	
8 CSR 10-5.035	Appeal Hearings for Interstate Claimants	12/31/1990	Yes	No	No	No	No	N/A	N/A	N/A	
8 CSR 10-5.040	Orders of a Hearing Officer	10/30/2002	Yes	No	No	No	No	N/A	N/A	N/A	
8 CSR 10-5.050	Decisions of an Appeals Tribunal	10/30/2002	Yes	No	No	No	No	N/A	N/A	N/A	
8 CSR 10-6.010	Veterans' Unemployment Compensation Program	3/30/2008	Yes	No	No	No	No	Yes	N/A	N/A	
DES FN 1: Include electronic filing and online systems.											
DES FN 2: Remove section 4.											
DES FN 3: Replace the term "check" with the alternative term "payment" to allow for additional types of payments.											
DES FN 4: Comply with current laws, specifically add a section (G) for a claimant quit due to a permanent change of station order of a military spouse.											
DES FN 5: Replace "facsimile" with "electronic."											
DES FN 6: Expand the methods for applying for the electronic transfer of benefits.											
DES FN 7: The word "writing" should be removed as the employing unit can notify the division electronically now											
DES FN 8: This section needs updated to comport with modern practices and electronic systems											
DES FN 9: Update to allow payment online											
DES FN 10: Update to comport with modern technology used											
DES FN 11: Allow for telephonic requests for information.											
DES FN 12: St. Louis Un. Legal Clinic filed a comment on 8 CSR 10-5.015(6)2(B), asserting that it is a denial of the party's right to counsel for the rule to prohibit a posponement because of a conflict if the appeal was set and the conflict existed prior to retention of the representative. The comment is under review at this time. The section will be withdrawn or modified.											
LABOR AND INDUSTRIAL RELATIONS COMMISSION											

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8 CSR 20-1.010	The Labor and Industrial Relations Commission	Dec. 28, 1975.	Yes	No	No	No	No	Yes	N/A	N/A	
8 CSR 20-2.010	Governing Rules	Dec. 30, 2005.	Yes	No	No	No	No	Yes	N/A	N/A	
8 CSR 20-3.010	Jurisdiction	Aug. 28, 1998.	Yes	No	No	No	No	Yes	N/A	N/A	
8 CSR 20-3.020	Motions to Review Awards - Change In Condition	Dec. 28, 1975.	Yes	No	No	No	No	Yes	N/A	N/A	
8 CSR 20-3.030	Review of Awards or Orders Issued by Administrative Law Judges	Aug. 30, 2003.	Yes	No	No	No	No	Yes	N/A	N/A	
8 CSR 20-3.040	Temporary or Partial Awards	Dec. 28, 1975.	Yes	No	No	No	No	Yes	N/A	N/A	
8 CSR 20-3.050	Consolidation of Claims	Dec. 28, 1975.	Yes	No	No	No	No	N/A	N/A	N/A	
8 CSR 20-3.060	Policy of the Commission	Dec. 28, 1975.	Yes	No	No	No	No	Yes	N/A	N/A	
8 CSR 20-3.070	Posting of Bonds	March 30, 1999.	Yes	No	No	No	No	Yes	N/A	N/A	
8 CSR 20-4.010	Review--Applications	Jan. 30, 1997.	Yes	No	No	No	No	Yes	N/A	N/A	
8 CSR 20-5.010	Objections and Hearing	Sept. 30, 1997.	Yes	No	No	No	No	N/A	N/A	N/A	
8 CSR 20-6.010	Complaints and Mediation	Dec. 28, 1975.	Yes	No	No	No	No	Yes	N/A	N/A	
8 CSR 20-7.010	Review of Decisions Issued by the Division of Workers' Compensation in Crime Victims' Compensation Cases	Jan. 13, 1994.	Yes	No	No	No	No	Yes	N/A	N/A	

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8 CSR 20-8.010	Review of Decisions Issued by the Division of Workers' Compensation in Tort Victims' Compensation Cases	July 30, 2002.	Yes	No	No	No	No	Yes	N/A	N/A	
DIVISION OF LABOR STANDARDS											
8 CSR 30-1.010	Organization of the Division of Labor Standards	4/30/1995	Yes	Updated needed, DLS FN1	No	No	No	Yes	N/A	N/A	
8 CSR 30-2.010	Definitions	9/3/1968	Yes	No	No	N/A	N/A	N/A	N/A	N/A	
8 CSR 30-2.020	Standard Practices for Safety and Operation	9/3/1968	Yes	Update needed, DLS FN2	No	No	Yes	Yes	Yes	N/A	
8 CSR 30-3.010	Prevailing Wage Rates for Public Works Projects	5/30/2001	Yes	No	No	No	No	Yes	Yes	N/A	
8 CSR 30-3.020	Definitions	1/30/1996	Yes	Update needed, DLS FN3	No	Yes	No	N/A	Yes	N/A	
8 CSR 30-3.030	Apprentices and Trainees	1/30/1996	Yes	No	No	No	No	Yes	Yes	N/A	
8 CSR 30-3.040	Classifications of Construction Work	1/30/1996	Yes	Update needed, DLS FN4	No	No	No	N/A	Yes	N/A	
8 CSR 30-3.050	Posting of Prevailing Wage Rates	4/29/1991	Yes	No	No	No	No	N/A	Yes	N/A	
8 CSR 30-3.060	Occupational Titles of Work Descriptions	4/30/2015	Yes	No	No	No	No	Yes	Yes	N/A	
8 CSR 30-4.010	Applicability and Definitions	3/30/2009	Yes	No	No	No	No	Yes	N/A	N/A	
8 CSR 30-4.020	Minimum Wage Rates	3/30/2009	Yes	No	No	No	No	Yes	Yes	N/A	
8 CSR 30-4.040	Subminimum Wage Rates for the Physically or Mentally Impaired	3/30/2009	Yes	No	8 CSR 30-6.010 is related.	No	No	N/A	Yes	N/A	
8 CSR 30-4.050	Valuation of Goods and Services	2/26/1993	Yes	No	No	No	No	N/A	Yes	N/A	
8 CSR 30-4.060	Administrative Complaints; Notices Issued by the Director	3/30/2009	Yes	No	No	No	No	N/A	Yes	N/A	

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8 CSR 30-5.010	Filing for Arbitration	2/29/2008	Yes	No	No	No	No	Yes	Yes	N/A	
8 CSR 30-5.020	Hearing Procedures for Arbitration	2/29/2008	Yes	No	No	No	No	Yes	Yes	N/A	
8 CSR 30-5.030	Awards by the Arbitrator	2/29/2008	Yes	No	No	No	No	Yes	Yes	N/A	
8 CSR 30-6.010	Reduction in Minimum Wage Based on Physical or Mental Disabilities	11/30/2009	Yes	No	8 CSR 30-4.040 is related.	No	No	Yes	Yes	N/A	
DLS FN1: In subsection (1)(B) eliminate reference to Public Works During Excessive Unemployment, which has been terminated.											
DLS FN2: The language needs to be modified to be more understandable.											
DLS FN3: Subsection (2) does not accurately describe how DLS determines whether a fabrication/batch plant is part of the public work project. It should require 100% use on the project.											
DLS FN4: The phrases "curb line" and "fence line" within subsections 2 and 3 should be replaced with "property line" because they are causing confusion.											
STATE BOARD OF MEDIATION											
8 CSR 40-1.010	General Organization	1/30/1999	Yes	Update needed, SBM FN1	No	No	No	N/A	N/A	N/A	
8 CSR 40-2.010	Definitions	11/30/1999	Yes	No	No	No	No	N/A	N/A	N/A	
8 CSR 40-2.020	Petitions for Certification or Decertification	11/30/1999	Yes	No	No	No	No	N/A	N/A	N/A	
8 CSR 40-2.030	Contents of Petition for Certification	11/30/1999	Yes	No	No	No	No	Yes	N/A	N/A	
8 CSR 40-2.040	Contents of Petition for Decertification	11/30/1999	Yes	No	No	No	No	Yes	N/A	N/A	
8 CSR 40-2.050	Petition for Unit Clarification	11/30/1999	Yes	No	No	No	No	Yes	N/A	N/A	
8 CSR 40-2.055	Petition for Amendment of Certification	11/30/1999	Yes	No	No	No	No	N/A	N/A	N/A	
8 CSR 40-2.060	Number of Copies of Petition to be Filed	1/30/1999	Yes	Update needed, SBM FN1	No	No	No	Yes	N/A	N/A	
8 CSR 40-2.070	Validity of Showing of Interest	11/30/1999	Yes	No	No	No	No	Yes	N/A	N/A	
8 CSR 40-2.080	Processing of Petition	1/30/1976	Yes	No	No	No	No	N/A	N/A	N/A	
8 CSR 40-2.090	Withdrawal or Dismissal of Petition	1/10/1976	Yes	No	No	No	No	N/A	N/A	N/A	

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8 CSR 40-2.100	Initial Action	11/30/1999	Yes	No	No	No	No	N/A	N/A	N/A	
8 CSR 40-2.110	Petition—Amendments or Withdrawal by Petitioning Party	11/30/1999	Yes	No	No	No	No	N/A	N/A	N/A	
8 CSR 40-2.120	List of Employees	11/30/1999	Yes	No	No	No	No	N/A	N/A	N/A	
8 CSR 40-2.130	Intervention	11/30/1999	Yes	No	No	No	No	N/A	N/A	N/A	
8 CSR 40-2.140	Hearings	1/10/1976	Yes	No	No	No	No	N/A	N/A	N/A	
8 CSR 40-2.150	Notices of Election	11/30/1999	Yes	No	No	No	No	N/A	N/A	N/A	
8 CSR 40-2.160	Election Procedure	11/30/1999	Yes	No	No	No	No	N/A	N/A	N/A	
8 CSR 40-2.170	Runoff Election	11/30/1999	Yes	No	No	No	No	Yes	N/A	N/A	
8 CSR 40-2.180	Agreement for Consent Election	11/30/1999	Yes	No	No	No	No	Yes	N/A	N/A	
SBM FN1: Contact information is incorrect in these regulations. The physical address is 3515 W. Truman Blvd., Jefferson City MO 65102 and the Post Office Box is 2071.											
DIVISION OF WORKERS' COMPENSATION											
8 CSR 50-1.010	Organization of Division of Workers' Compensation	4/30/2010	Yes	No	No	No	No	N/A	Yes	N/A	
8 CSR 50-2.010	Procedures for Non-contested and Contested Workers' Compensation Cases	2/28/1999	Yes	Update needed, DWC FN1	No	No	No	N/A	Yes	N/A	
8 CSR 50-2.020	Administration	6/30/2006	Yes	No	No	No	No	N/A	Yes	N/A	
8 CSR 50-2.025	Reasonable Standard Means Test	2/29/2016	Yes	No	No	No	No	N/A	Yes	N/A	
8 CSR 50-2.030	Resolution of Medical Fee Disputes	5/30/2014	Yes	No	No	No	No	N/A	Yes	N/A	

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8 CSR 50-2.050	Mediation Services	5/28/1995	Yes	No	No	No	No	N/A	Yes	N/A	
8 CSR 50-2.060	Performance Standards for Administrative Law Judges	10/30/2006	Yes	No	No	No	No	Yes	Yes	N/A	
8 CSR 50-3.010	Rules Governing Self-Insurance	2/28/2009	Yes	Update needed, DWC FN2	No	No	Yes	N/A	Yes	N/A	
8 CSR 50-4.010	Rules Governing Rehabilitation	9/30/2000	Yes	Update needed, DWC FN3	No	No	Yes	N/A	Yes	N/A	
8 CSR 50-5.010	Ratings for Loss of Teeth	5/12/1973	Yes	No	No	No	No	N/A	Yes	N/A	
8 CSR 50-5.020	Evaluation of Visual Disabilities	9/15/1963	Yes	Update needed, DWC FN4	No	No	No	N/A	Yes	N/A	
8 CSR 50-5.030	Present Worth Table	5/12/1973	maybe	Update needed, DWC FN5	No	No	Yes	N/A	N/A	N/A	
8 CSR 50-5.040	Present Value Table for Widows	5/12/1973	maybe	Update needed, DWC FN6	No	No	Yes	N/A	N/A	N/A	
8 CSR 50-5.050	Value of \$1 Per Week with Interest at 6% of Compensation Past Due	5/12/1973	No	Yes	No	No	Rule can be eliminated	N/A	N/A	N/A	
8 CSR 50-5.060	Evaluation of Hearing Disability	5/30/2006	Yes	no	No	No	No	N/A	Yes	N/A	
8 CSR 50-5.070	Forms	9/5/1975	Yes	Update needed, DWC FN7	No	No	No	N/A	Yes	N/A	
8 CSR 50-6.010	Rules Governing Crime Victims	10/30/1999	No. This was transferred to Dept. of Public Safety.	Yes	Yes	N/A	N/A	N/A	N/A	N/A	CVC Program has 3 cases on appeal and they may be resolved shortly.
8 CSR 50-7.010	Purpose	1/29/1995	Yes	No	No	No	No	N/A	Yes	N/A	
8 CSR 50-7.020	Definitions	1/29/1995	Yes	No	No	No	No	N/A	Yes	N/A	

[illegible]

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DWC FN4: DWC has contacted a doctor to assist in modifying the rule to current accepted standards.											
DWC FN5: The table is not actuarially sound. DWC is consulting with an actuary in the creation of a new table.											
DWC FN6: The table is not actuarially sound. DWC is consulting with an actuary in the creation of a new table.											
DWC FN7: It needs to be amended to reflect that forms are available on line.											
DWC FN8: The regulation will be amended to reflect current requirements.											
DWC FN9: The regulation will be amended to allow for a combination of education, experience, or alternative certifications to meet the certification requirement, like BCSP’s recertification guide											
DWC FN10: It needs to be amended to reflect current practices.											
DWC FN11: The regulation will be amended to reflect current standards.											
DWC FN 12: These regulations need to be updated to comply with statutory authority.											
DWC FN13: It needs to be amended to include the appeal process.											
MISSOURI COMMISSION ON HUMAN RIGHTS											
8 CSR 60-1.010	General Organization	9/30/2009	Yes	No	No	No	No	Yes	Yes	N/A	
8 CSR 60-2.015	Definitions	6/7/1993	Yes	No	No	No	No	Yes	Yes	N/A	
8 CSR 60-2.025	Complaint, Investigation and Conciliation Processes	12/30/1996	Yes	No	No	No	No	Yes	Yes	N/A	
8 CSR 60-2.035	Notice of Hearing	7/11/1988	Yes	No	No	No	No	Yes	Yes	N/A	
8 CSR 60-2.045	Parties at Hearing	6/7/1993	Yes	No	No	No	No	N/A	Yes	N/A	
8 CSR 60-2.055	Practice by Attorneys	7/11/1988	Yes	No	No	No	No	N/A	Yes	N/A	
8 CSR 60-2.065	Pleadings	9/30/2009	Yes	No	No	No	No	N/A	Yes	N/A	
8 CSR 60-2.075	Ex Parte Communications	7/11/1988	Yes	No	No	No	No	N/A	Yes	N/A	
8 CSR 60-2.085	Disclosure of Information in Case Files at Hearing Stage	6/7/1993	Yes	No	No	No	No	N/A	Yes	N/A	
8 CSR 60-2.090	Prehearing Conferences	7/11/1988	Yes	No	No	No	No	N/A	Yes	N/A	
8 CSR 60-2.100	Prehearing Discovery	6/7/1993	Yes	No	No	No	No	Yes	Yes	N/A	
8 CSR 60-2.110	Subpoenas and Subpoenas Duces Tecum	7/11/1988	Yes	No	No	No	No	Yes	Yes	N/A	

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8 CSR 60-2.120	Corresponding Petition in Federal Court	7/11/1988	Yes	No	No	No	No	N/A	Yes	N/A	
8 CSR 60-2.130	Continuances	9/30/2009	Yes	No	No	No	No	N/A	Yes	N/A	
8 CSR 60-2.140	Conduct of the Hearing	6/7/1993	Yes	No	No	No	No	Yes	Yes	N/A	
8 CSR 60-2.150	Evidence	9/30/2009	Yes	No	No	No	No	Yes	Yes	N/A	
8 CSR 60-2.160	The Record at Hearing	7/11/1988	Yes	No	No	No	No	N/A	Yes	N/A	
8 CSR 60-2.170	Settlement Negotiations	7/11/1988	Yes	No	No	No	No	N/A	Yes	N/A	
8 CSR 60-2.180	Stipulation	7/11/1988	Yes	No	No	No	No	N/A	Yes	N/A	
8 CSR 60-2.190	Default	7/11/1988	Yes	No	No	No	No	N/A	Yes	N/A	
8 CSR 60-2.200	Post-Hearing Procedure	9/30/2009	Yes	No	No	No	No	Yes	Yes	N/A	
8 CSR 60-2.210	Orders	9/30/2009	Yes	No	No	No	No	Yes	Yes	N/A	
8 CSR 60-2.220	Judicial Review	7/11/1988	Yes	No	No	No	No	Yes	Yes	N/A	
8 CSR 60-2.230	Certification of Record	7/11/1988	Yes	No	No	No	No	N/A	Yes	N/A	
8 CSR 60-2.240	Separability, Amendments and Availability of Rules	7/11/1988	Yes	No	No	No	No	Yes	Yes	N/A	
8 CSR 60-2.250	Construction of Rules and Pleadings	7/11/1988	Yes	No	No	No	No	Yes	Yes	N/A	
8 CSR 60-2.260	Election of Civil Action	6/7/1993	Yes	No	No	No	No	Yes	Yes	N/A	
8 CSR 60-2.265	Local Commissions	6/7/1993	Yes	No	No	No	No	Yes	Yes	N/A	
8 CSR 60-3.010	Preservation of Records and Posting of Posters and Interpretations	11/13/1980	Yes	Update needed, MCHR FN1	No	No	No	N/A	Yes	N/A	
8 CSR 60-3.020	Employment Advertising Practices	29538	Yes	Update needed, MCHR FN2	No	No	No	N/A	Yes	N/A	

Rule Number	Rule Title	Date of Adoption or Last Amendment	Is the rule necessary?	Is the rule obsolete?	Does the rule overlap, duplicate, or conflict with other rules?	Can a less restrictive rule accomplish the same purpose?	Can the rule be modified to reduce regulatory burden or eliminate paperwork?	Does the rule properly incorporate material by reference?	For rules affecting small business: Does the public purpose or interest for adoption justify continued existence of rule?	For rules receiving public comment: Appendix included?	Comments
8 CSR 60-3.030	Employment Testing	26978	Yes,.	Update needed, MCHR FN3	No	No	No	Yes	Yes	N/A	
8 CSR 60-3.040	Employment Practices Related to Men and Women	37072	Yes	Update needed, MCHR FN4	No	No	No	N/A	Yes	N/A	
8 CSR 60-3.050	Religious Discrimination	29538	Yes	No	No	No	No	N/A	Yes	N/A	
8 CSR 60-3.060	Handicap Discrimination in Employment	11/13/1980	Yes	Update needed, MCHR FN5	Yes, MCHR FN6	No	No	N/A	Yes	N/A	
8 CSR 60-3.070	National Origin Discrimination	11/13/1980	Yes	No	No	No	No	N/A	Yes	N/A	
8 CSR 60-3.080	Affirmative Action	2/12/1981	Yes	Update needed, MCHR FN7	No	No	No	Yes	Yes	N/A	
8 CSR 60-4.010	Definitions	6/7/1993	Yes	No	No	No	No	Yes	Yes	N/A	
8 CSR 60-4.015	Inquiries Regarding Persons with Disabilities	9/30/2009	Yes	No	No	No	No	N/A	Yes	N/A	
8 CSR 60-4.020	Reasonable Modifications of Existing Premises	9/30/2009	Yes	No	No	No	No	N/A	Yes	N/A	
8 CSR 60-4.025	Design and Construction Requirements	6/7/1993	Yes	No	No	No	No	Yes	Yes	N/A	
8 CSR 60-4.030	Prohibited Coercion and Retaliation	9/30/2009	Yes	No	No	No	No	N/A	Yes	N/A	
8 CSR 60-4.035	Exceptions	6/7/1993	Yes	No	No	No	No	N/A	Yes	N/A	
8 CSR 60-4.040	Costs of Travel to Hearing	10/30/2010	Yes	No	No	No	No	N/A	Yes	N/A	
8 CSR 60-4.045	Complainant's Testimony at Hearing	10/30/2010	Yes	No	No	No	No	N/A	Yes	N/A	
MCHR FN1: References to RSMo 1986 are dated. Reference in (7) to 213.010(8) should be deleted. Reference in (9) to 213.010(5) should be to changed to 213.010(7).											
MCHR FN2: References to RSMo 1986 are dated.											
MCHR FN3: References to other material is dated. There is some consideration to referencing federal guidelines in 29 CFR § 1607.											
MCHR FN4: References to RSMo 1986 and name of the law are dated. Remove first sentence in (6) because it is obsolete.											
MCHR FN5: References to RSMo 1986, name of the law and the term "handicap" are dated. Federal ADA and ADAAA regulations have increased "major life activities."											
MCHR FN6: Subsection (2)(B) conflicts with federal law because only a medical examination related to job functions may be required after tendering a conditional job offer. 29 CFR § 1630.14.											
MCHR FN7: Some terminology is dated.											
MISSOURI ASSISTIVE TECHNOLOGY ADVISORY COUNCIL											

